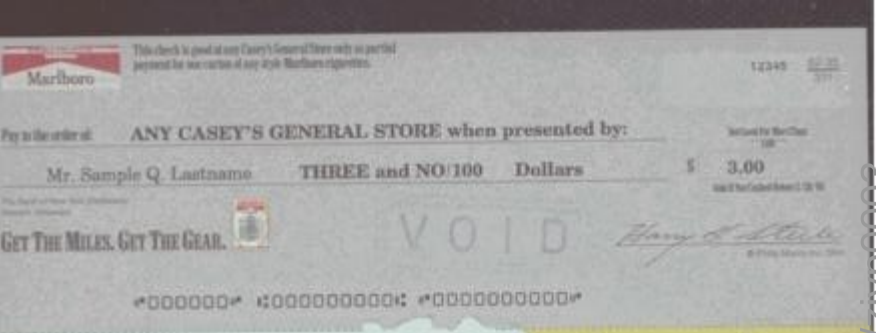
Source: https://www.industrydocuments.ucsf.edu/docs/zjyp0003

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